



Modeling and Simulation Career Program 36 Overview



POC:

Gary Dahl, 703-604-0258, email: gary.dahl@hqda.army.mil

Janet Walton, 703-604-0259, email: janet.walton@hqda.army.mil



Career Program 36 Modeling and Simulation

- CP 36 Established February 2005

CP 36

References:

**Office of the
Assistant
Secretary
Manpower and
Reserve Affairs
Memo
Establishing CP
36**

**15 Feb
05**

**ACTEDS
for
CP 36**

**15 Apr
06**

**HQDA Memo
Requiring
MCPM/ACPM
Appointments**

**31 Mar
05**



Why an M&S Career Program?

With limited resources, transformation, and technology advancements, Modeling and Simulation Professionals have evolved to become a critical enabler supporting DoD and Army programs across all domains. ---GEN Shinseki stated that the lack of trained and ready simulation personnel is an Army strategic shortfall.

QUESTION:

How can we continue to effectively utilize, develop, train, and sustain enough M&S professionals to meet these requirements?

- **Career Program (Multiple Job Series comprise CP 36)**
- **Job Series (Engineers stay Engineers)**



CP 36 Organization

- **Functional Chief - G3/5/7**
- **Functional Chief's Representative - Director, BCSE**
- **Functional Chief's Proponent - Chief, Simulation Operations Division, BCSE**
- **CP 36 Career Planning Boards/Working Groups**
- **MACOM Career Program Managers**
- **Activity Career Program Managers**



Education and Training Opportunities for the CP 36

Sponsored by the Proponent



M&S Training and Education for the Civilian Workforce (Sponsored by CP 36 Proponent)

- **Simulation Professional Course - 3 weeks**
 - **Delivered to any requested location**
 - **FY 06/07 resident courses will be available in the National Capital Region**
- **Simulation Operations Course - 6 weeks - Fort Belvoir, VA**
- **PEO Seminars - 1 Day - At requesting PEO location**
- **National Training Center - 3-9 days - Fort Irwin, CA**
- **Integrating Training in the Digital Organizations -- Distance Learning FY 07**

Points of contact are:

- **Gary Dahl, (703) 604-0252; DSN 664-0252;
gary.dahl@hqda.army.mil**
- **Janet Walton, (703) 604-0259; DSN 664-0259;
janet.walton@hqda.army.mil**
- **Website - www.amso.army.mil under M&S Civilian Programs**



Simulation Operations Professional Course

- **Developed to support non-qualifying military officers, civilian workforce, and contractors throughout the Army**
- **Conducted in Korea - Dec 03 & Sep 04**
- **Conducted at Fort Rucker - 2005**
- **Tailored version conduct in Korea Jun 05 (conducted as part of seminar)**
- **Adaptable:**
 - **Design to be capable of delivery as 3 one week stand alone courses**
 - **Can be delivered as one course with a duration of 3 weeks**
 - **Can be modified for a specific organization requirements**



Simulation Operations Professional Course

Designed as three separate one week courses that are independent of each other.

Fundamentals of M&S Program Management

- M&S History
- Systems Theory
- Concepts
- Representation
- Domains
- Interoperability
- M&S Organizations
- Develop Sim Reqts
- Technical

Technical Aspects of Simulations

- Locating M&S info
- Info on Sims (CBS, TACSIM, BBS, Spectrum, Janus, DBST, JCATS, CATT, ALSP)
- Training Objectives
- Communications
- AAR

Employing Simulations

- Pre-Integration
- Documentation
- Integration
- Analysis
- Design a Sim Evaluation
- Evaluate a Simulation
- Assessing Evaluation Data
- SMART



PEO Seminars

To provide the RDA (Research, Development, and Acquisition) domain community an **educational event** on **Modeling & Simulation** that is **relevant** to **Project Managers**

Major Topic Areas

- **Policy and Resource**

“Army vision, strategy.”

- **Processes and Technical Aspects**

“SMART, VV&A, SSP and how it works. How to develop your M&S strategy.”

- **Uses and Examples**

“Examples of how programs are using M&S (include industry).” “Experiences-good examples.”



Typical PEO Seminar

**One
Day**

30 min sessi

60 min sessi

Instruction - 7.5 hours

Welcome / Introductions

Fundamentals of M&S

M&S Implications to
Army Domains / Life
Cycle - Strategic View

Use of M&S during Life
Cycle Development

Integrating the User
into the Life Cycle
Development

Smart Overview

Developing an M&S
Collaborative
Environment

VV&A of M&S
through Life
Cycle

Simulation Support
Plan - Development
and Implications

M&S Contracting
Issues and
Considerations

Future Trends of M&S

Where can help be found?



CP 36 Position Identification

Who is a CP 36??



Army G-3/7 Career Program 36



**A World Class Team of CP 36
Modeling and Simulation Careerists**

**Accession
Feeds for
CP 36**

Contractors
,
Industry,
and
Academia

DAC
at large

**CP
36**

SES

GS 15

**GS 13-
14**

GS 11-12

GS 9

**GS
5/7**

*Intern
Program*

University

GO

COL

LTC

MAJ

Company
Grade
Officers

NCOs



Through CP 36 We Develop a Simulationist

Who Is

- “Simulations focused”, but requires multi-disciplinary knowledge, skills, and abilities
- Trained in the universe of simulations and simulation tools.
- Familiar with how the Army trains, acquires, and experiments
- Understands how to integrate the universe of simulations and simulation tools into tactical training, acquisition, and experimentation
- A hybrid of many things:
 - **Part engineer**
 - **Part generalist**
 - **Part manager**
 - **Part planner**
 - **Visionary**
 - **Hands-on Doer**
 - **Improviser**
 - **Trainer**
 - **Advisor**

The Bottom Line:

Current DAC career experiences, GS job series, and Career Programs do not intentionally produce individuals with the breadth of knowledge, skills, and abilities needed to succeed performing Modeling and Simulation responsibilities



***Modeling and Simulation
Career Program 36 (CP36)
Job and Qualification Characteristics***

***Common job and qualification characteristics
include:***

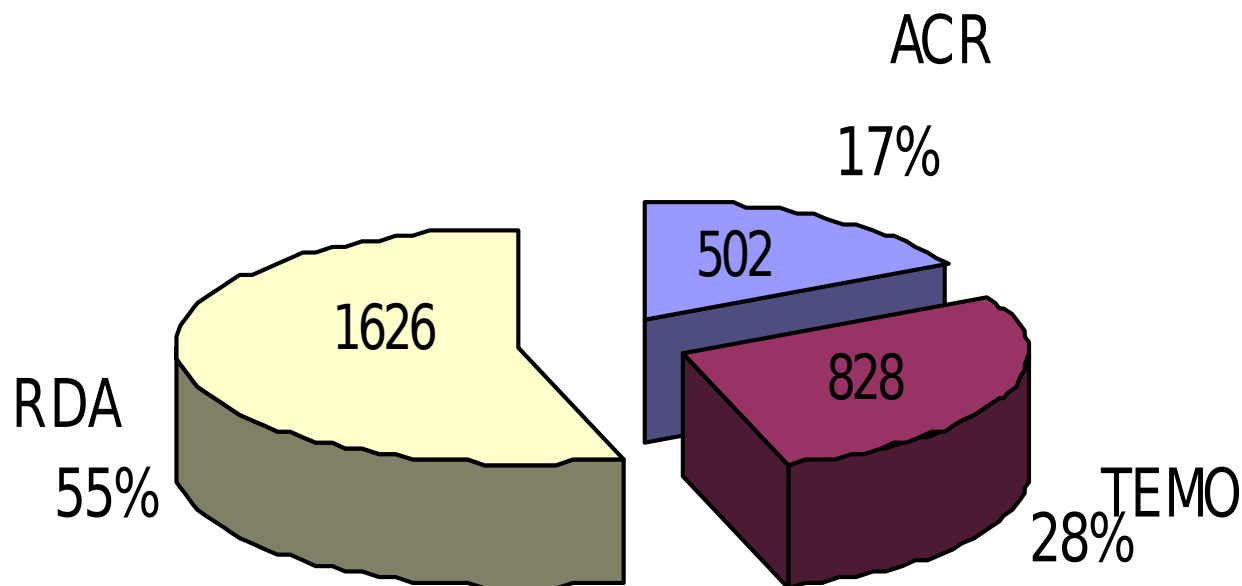
- (1) Fundamental knowledge of modeling and simulation
- (2) Creating models and simulations
- (3) Applying models and simulations
- (4) Integrating models and simulations
- (5) Evaluating and modifying models and simulations

***Common job performance characteristics
include:***

- (1) Technical and expert advice on M&S capabilities in respective domain
- (2) Planning, preparing, supervising, executing M&S in



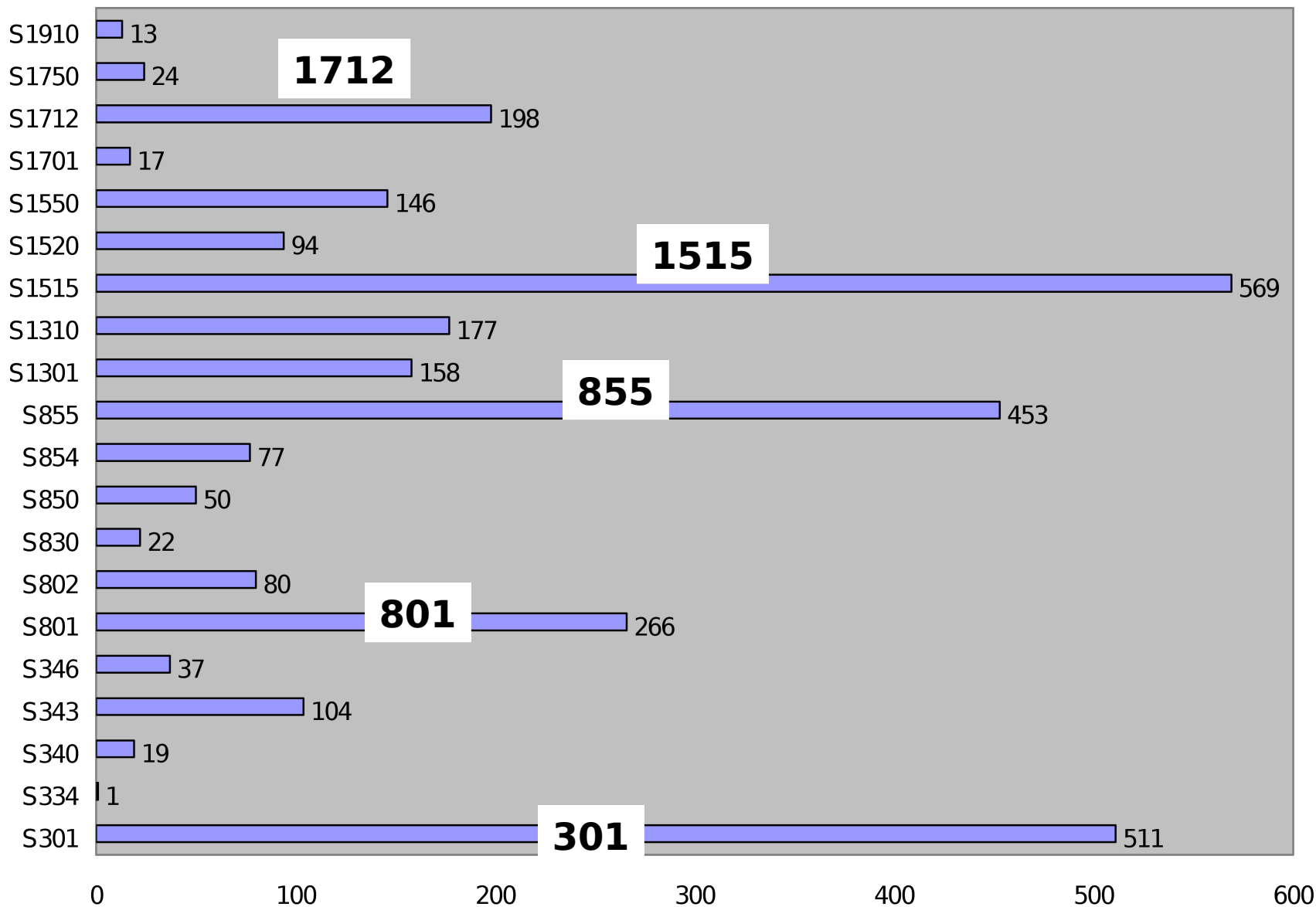
Sample of M&S Population FASCLASS-04/04



**Total -
2956**

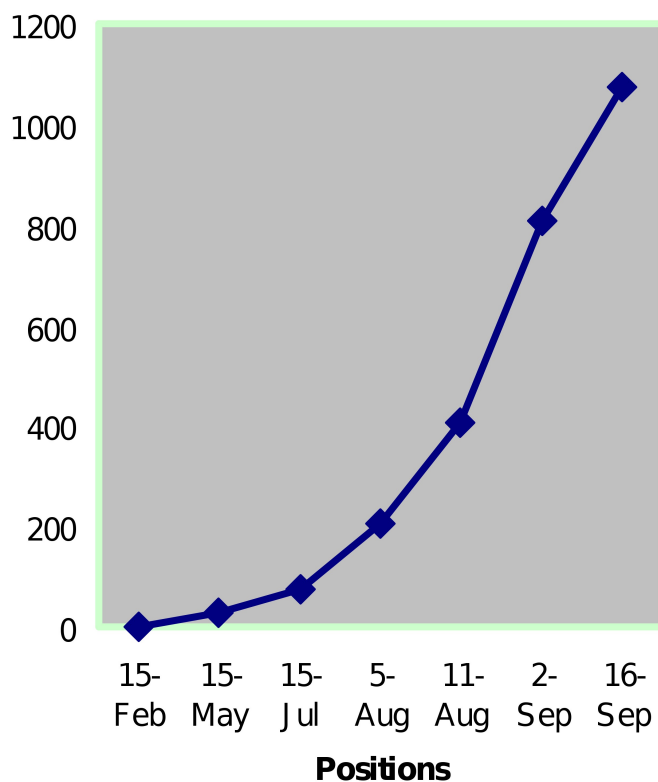


Typical Job Series that Comprise the Career Program 36





Identified CP 36 Positions



Goal:

- FY 05 Identify 1,250 positions
- FY06 Identify 1,750 positions
- Have Manpower Documents coded as CP 36 the year after identification

Status (16 Sep 05)

- 1,075 positions identified

Are you ready to join the fastest growing Career Program in the Army



What CP 36 Does Not Do

- **The program does NOT require careerists to:**
 - **change their current job series;**
 - **to move from a position they currently hold; nor**
 - **to follow a prescribed course of training, education and development for certification.**



CP 36 Reflector and Web Board

Updates and information posted on:

Go to:

<http://www.amso.army.mil/>

Select the CP36 button

Follow the instructions to register



ACTEDS



AR 690-950

- **Army Regulation for Civilian Program Management**
- **CP positions at grades GS-5 through GS-15.**
- **DA employees in or applying for CP positions**



ACTEDS

Army Civilian Training, Education & Development System (ACTEDS) is:

- sequential and progressive
- entry level to key positions
- within a planned program, similar to the military system

Objective: High Performing Civilian Members of the Force

The ACTEDS for the Modeling and Simulation Civilian Program is located at:

http://cpol.army.mil/library/train/acteds/CP_36/



CP 36 Training and Education Overview

- **The program provides funding for M&S training, education, and professional development opportunities across domains.**
- **The program provides a career map to assist simulationists with career enhancement planning for positions they currently occupy, or for future career aspirations. This could include:**
 - **The Simulations Operations Course (6 wks - Ft. Belvoir)**
 - **The Simulations Operations Professional Course (3 wks - various locations)**
 - **M&S Certificate Courses (UAH)**
 - **Other M&S related courses (university level)**
 - **Army-wide Management/Leadership Courses**
 - **M&S degree programs**
 - **Right-Seat-Ride Program {5-9 days (National Training Center)}**
 - **Fundamental of Distributed Simulations (DisTi)**
 - **Fundamentals of Modeling (Georgia Tech)**
-



Back Up



Simulation & Modeling Center and School

Simulation Operations Course:

- 6 week course conducted 3 times a year.
- Military FA57 and DA civilians CP 36
- Course Location: Ft Belvoir VA with a hands on at Ft Lewis or Ft Hood BCTC

Professional Course:

- Tailored course taught 3-6 times a year
- Fundamentals of modeling and simulation
- One lesson up to 3 weeks of M&S education and training
- Presented on site at the requester's location

Skill Identifier (SI) Course:

- 2 Week Course - DL (expect 1st QTR FY07)
- Focuses on integrating M&S into training plans to achieve training objectives
- Offered to Active and Reserve Army Brigade and Battalion Operation Officers (S3s) and Assistance Operation Officers - officers are awarded the S7 skill identifier

Distance Learning Basic M&S:

- Available mail out CD self paced course
- An instructor is assigned to work with each student

Modeling and Simulation PM/PEO Course:

- 5-8 times a year - tailored to the audience - length varies
- Developed by the simulation proponent office in close coordination with the PM and PEO community
- Presented on site at the requester's location

Combat Developers Course - M&S Lesson:

- 5-8 times a year as part of the combat developer's course (CDC)
- 3 hrs of M&S instruction integrated into the CDC POI
- Various locations across the US - managed by the Army Logistics Management College, Ft Lee, VA